

E Equinet
European network
of equality bodies



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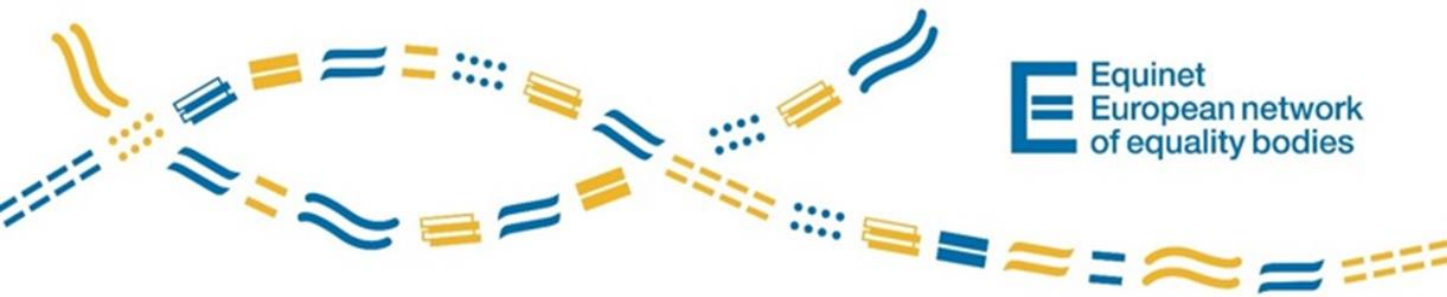
Equinet Working Paper on Developing Standards for Equality Bodies

Equinet Annual General Meeting 2016

Petr Polak

Equinet Executive Board Member

Head of Equal Treatment Division – Czech Public Defender of Rights



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Objectives of Equinet

Building capacity and peer support for equality bodies

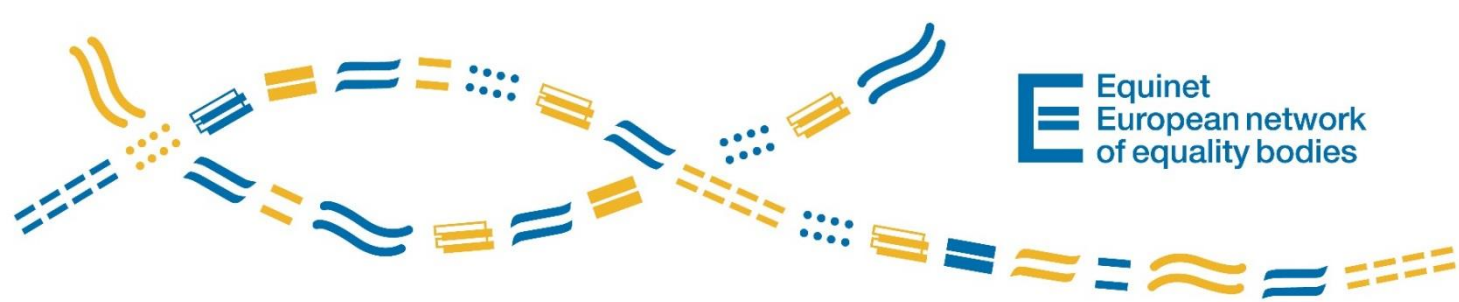
(staff and organizational capacity)

Contributing to the European Equality Agenda

(through communicating the learning from the work of equality bodies)

Serving as a knowledge and communication hub on equal treatment

Consolidating the network and the position of its members



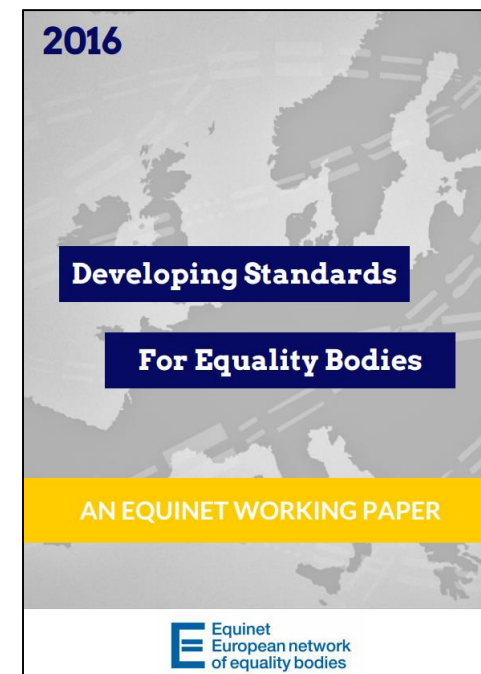
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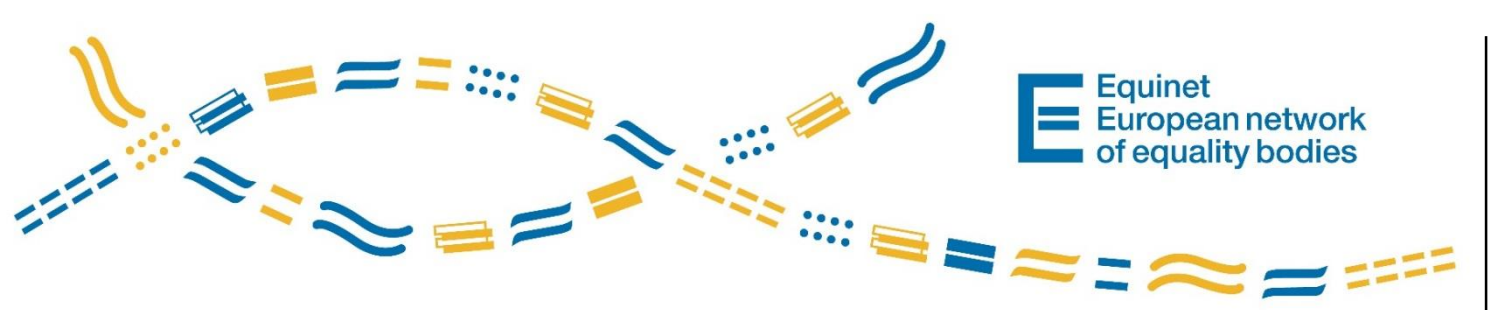
Standards for Equality Bodies

Equinet's Working Paper on Developing Standards for Equality Bodies (15 June 2016)

Goals:

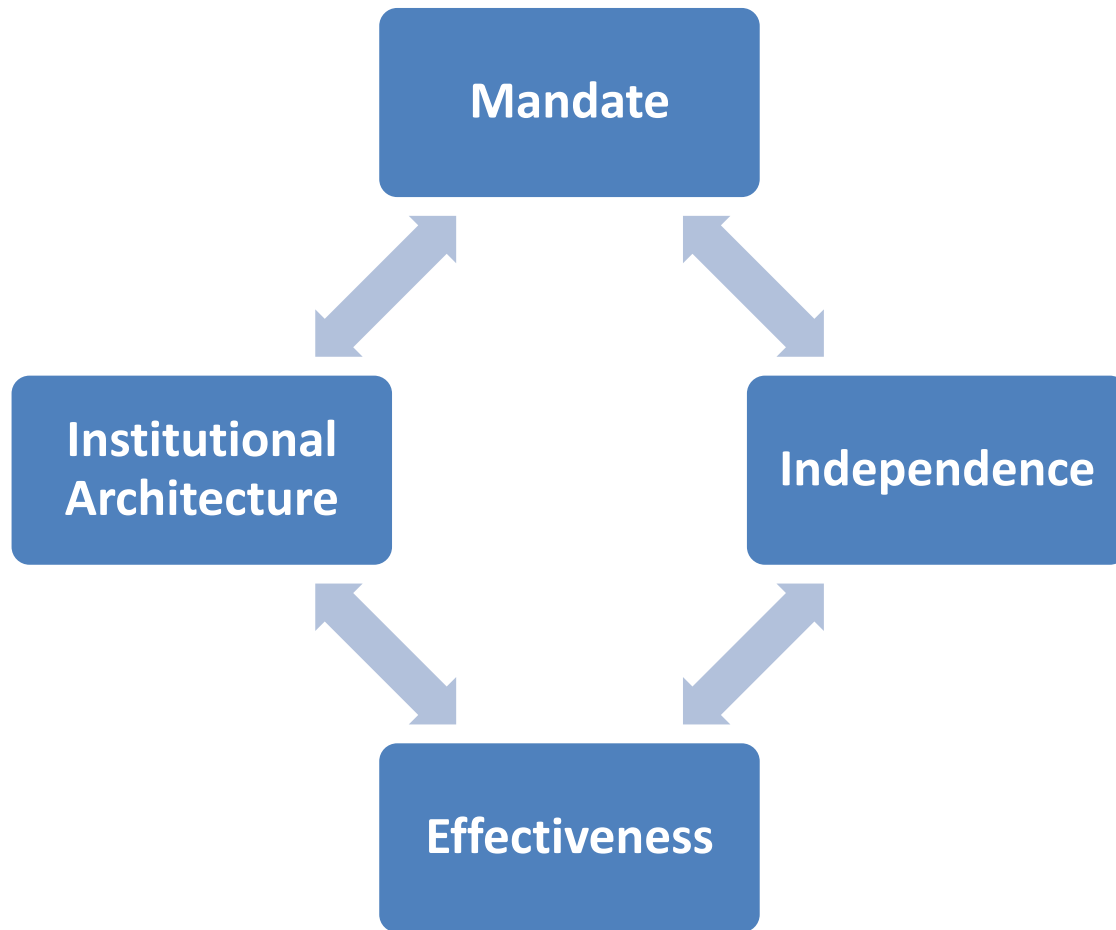
- To ensure that equality bodies can implement all of their functions and powers to a scale that can **achieve an impact**
- To protect them from being **undermined or diminished** in the exercise of their functions

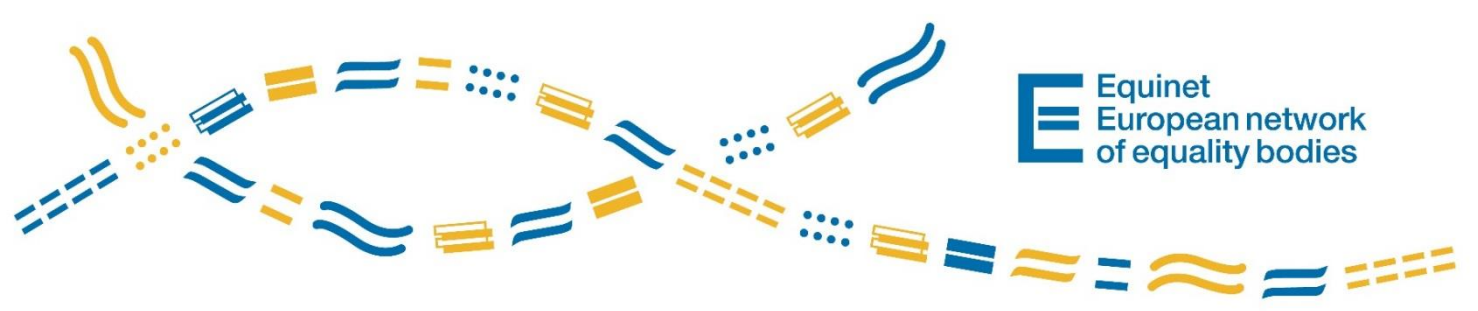




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Developing Standards for Equality Bodies

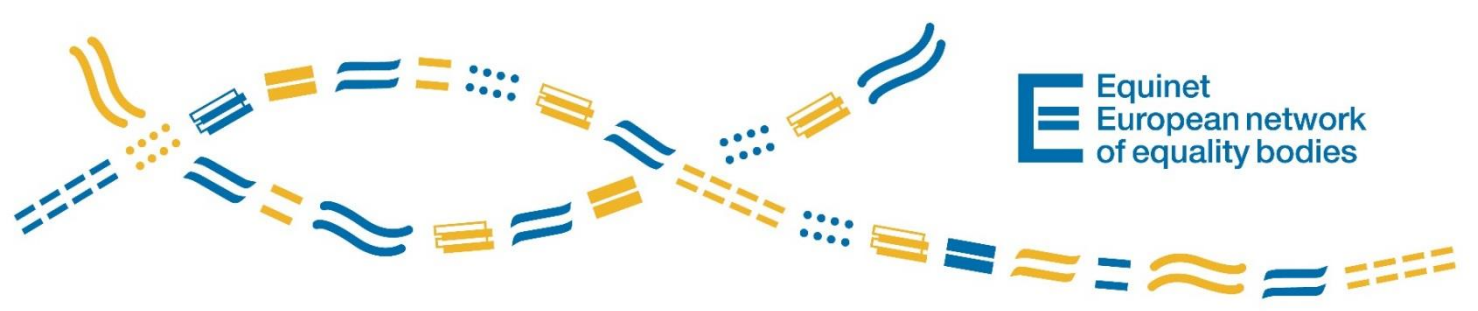




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The Mandate

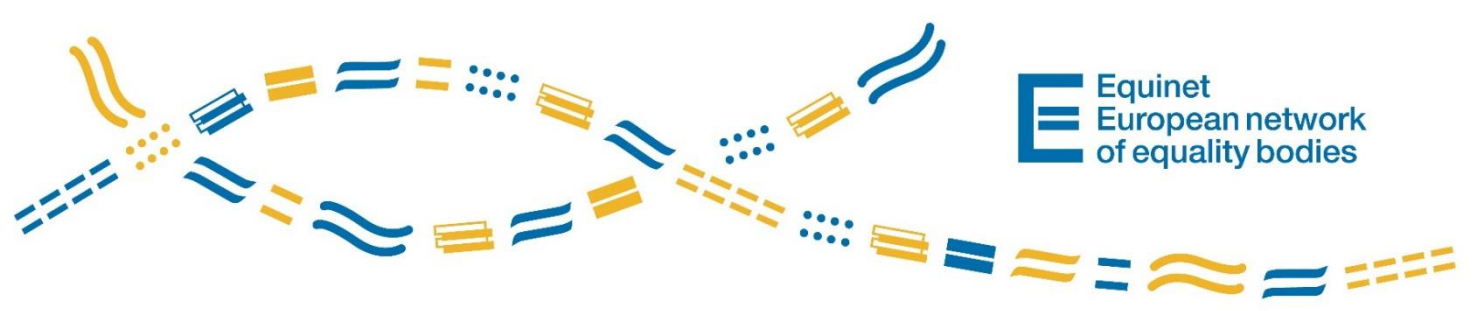
- **Equality, diversity and non-discrimination**
- **Public and private sectors in the fields of employment, vocational training, goods and services, education, housing, social protection and social advantages**
- **All treaty grounds covered under Article 19 TFEU and Article 21 EU Charter of Fundamental Rights and multiple discrimination**



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Independence

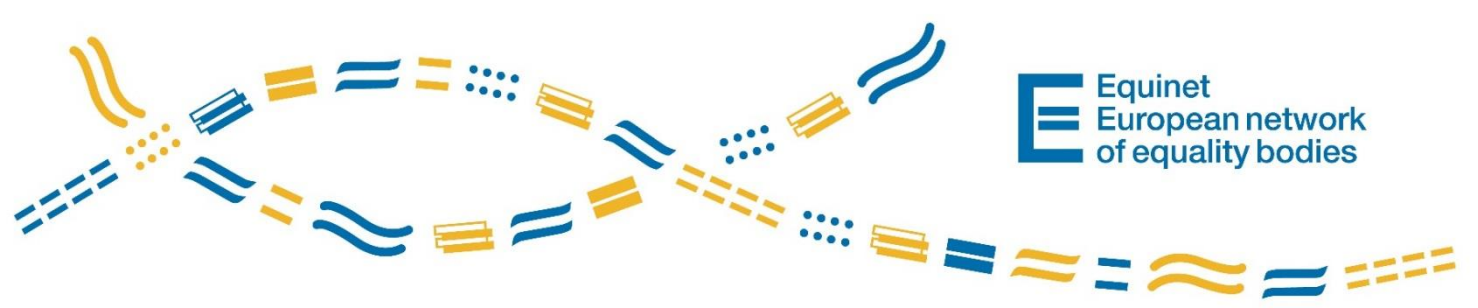
- **Own legal personality and stand-alone structure**
- A **governance structure** reflecting **diversity**
- Systems of **accountability ensuring independence**
- **Absence of external pressure** and undue interference



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Effectiveness

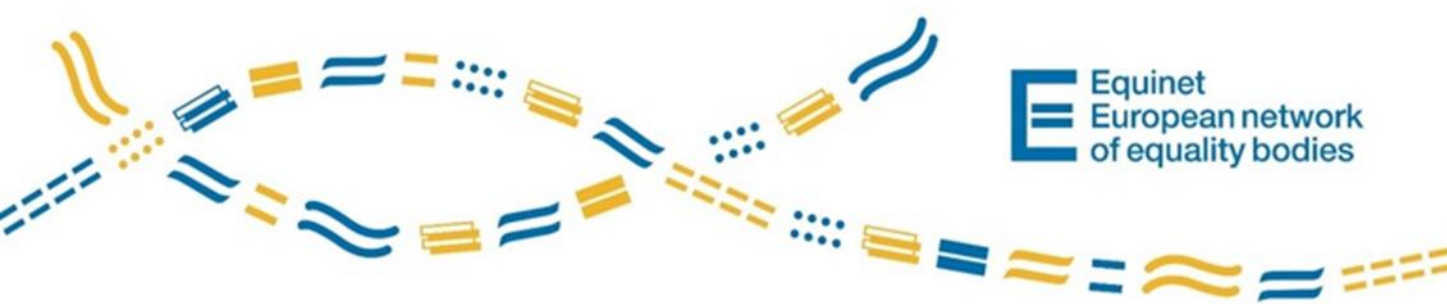
- Adequate **financial, staff and physical resources**
- **General powers**
- Specific powers to underpin **promotional-type functions**
- Specific powers to underpin **tribunal-type functions**
- **Expansions of mandate** should be **coherent** with original mandate and based on **adequate resources**



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Institutional architecture

- **Coherence** if several equality bodies are established in one country
- **Tribunal-type** and **promotional-type functions**
- Coherent **legal bases** and **adequate resources** if mandates of equality bodies are combined with other bodies
- Accessible and coherent **pathways for access to justice**
- Lead and support the **wider infrastructure** to promote equality



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@EquinetEurope

EQUINET SECRETARIAT

138 Rue Royale / Koningsstraat

B-1000 Brussels, Belgium

Tel: +32 (0)2 212 3182

info@equineteurope.org